



County of Los Angeles  
**CHIEF ADMINISTRATIVE OFFICE**

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*Hammond*

DAVID E. JANSSEN  
Chief Administrative Officer

February 24, 2005

Board of Supervisors  
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To: Supervisor Gloria Molina, Chair  
Supervisor Yvonne B. Burke  
Supervisor Zev Yaroslavsky  
Supervisor Don Knabe  
Supervisor Michael D. Antonovich

From: David E. Janssen  
Chief Administrative Officer

**DEPARTMENT OF CHILDREN AND FAMILY SERVICES' (DCFS) REQUEST TO  
APPOINT MANAGEMENT POSITION – DEPUTY DIRECTOR, CHILDREN AND  
FAMILY SERVICES**

Consistent with the August 4, 1998 Board-approved policy on management appointments, we received the attached request from DCFS to appoint Elisa Parrish to the position of Deputy Director for the Resources Bureau at an annual salary of \$130,164 (\$10,847 per month – 3<sup>rd</sup> quartile of R14).

Ms. Parrish will assume responsibility for the Resources Bureau which, under DCFS' anticipated reorganization proposal, will include Emancipation Services, Community-Based Support, Multi-Agency Services, Education Initiative and SPA 5. Attached is an organization chart reflecting DCFS' anticipated structure of the Resources Bureau. The currently approved organizational structure does not reflect DCFS' current operational structure because DCFS is in the process of finalizing their reorganization proposal. However, there is a vacant, fully funded Deputy Director position in the FY 2004-05 Adopted Budget. Since DCFS is undergoing a reorganization which has not yet been approved by my office, the Department of Human Resources (DHR) and your Board, Ms. Parrish has been informed of the possibility that the position of Deputy Director for the Resources Bureau is subject to review which could result in a downward reclassification of the position.

Ms. Parrish was the Deputy Commissioner for Foster Care and Preventive Services for the City of New York's Administration for Children's Services (ACS) for six years. ACS is a large scale, urban system with challenges similar to those in Los Angeles County.

Each Supervisor  
February 24, 2005  
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During her tenure as Deputy Commissioner, ACS was able to reduce the number of children in out-of-home care by 46 percent and increase the number of children remaining in their homes through provision of community-based services by 18 percent. Three change initiatives in which Ms. Parrish played a strong leadership role were: (1) reducing the number of children in out-of-home care, (2) finding more homes and more appropriate homes for children who need to enter out-of-home care, and (3) expanding and monitoring preventive services.

Prior to holding the position of Deputy Commission with ACS, Ms. Parrish held the following positions with the City of New York: Chief of Staff for the Deputy Mayor's office and Deputy Director of the Office of Management and Budget (responsible for Health, Social Services and Intergovernmental Relations). These positions provided her with a wide range of experience outside of the child welfare arena.

Ms. Parrish's experience and accomplishments will be a valuable addition to DCFS' executive management team. We recommend approval of the request to enable David Sanders to build the executive management team he needs to be successful in achieving "The Key Three" – improved permanency (shortening the timelines to permanency), improved safety (reduce the recurrence rate of abuse and neglect) and reduced reliance on detentions (expand community-based strategies).

The requested annual salary of \$130,164 is justified by Ms. Parrish's past salary history, experience and qualifications for this position. Based on the above, we concur with the Department's request to appoint Ms. Parrish to the position of Deputy Director for the Resources Bureau at an annual salary of \$130,164 effective March 15, 2005.

In accordance with the policy on managerial appointments, unless we hear otherwise from your offices by March 14, 2005, we will notify Mr. Sanders that he is authorized to proceed with the appointment of Ms. Parrish.

Please let me know if you have any concerns about this appointment, or your staff may contact Claudine Crank of this office at (213) 974-2356.

DEJ:DL  
GP:CC:kd

Attachments

c: Executive Officer, Board of Supervisors  
Director, Department of Children and Family Services  
Director of Personnel



DAVID SANDERS, PH.D.  
Director

**County of Los Angeles**  
**DEPARTMENT OF CHILDREN AND FAMILY SERVICES**  
425 Shatto Place -- Los Angeles, California 90020  
(213) 351-5602

February 8, 2005

TO: Claudine Crank, CAO  
Budget Analyst

FROM: David Waage, Personnel Officer

Board of Supervisors

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**REQUEST APPOINTMENT OF ELISA PARRISH, DEPUTY DIRECTOR,  
RESOURCES BUREAU (RANGE 14)**

Claudine, I am writing on behalf of Dr. Sanders to seek approval to appoint Elisa Parrish as Deputy Director, Resource Bureau, effective no later than March 7, 2005.

Ms. Parrish's most recent and relevant employment was with the City of New York Administration for Children's Services (ACS) as the Deputy Commissioner for Foster Care and Preventive Services from 8/1998 through 9/12/2004.

Like Los Angeles County, New York City ACS is a large-scale system with similar challenges in reducing the number of children in out-of-home care reducing the number of children in out-of-home placement and improved timelines to permanency are key goals of Los Angeles County Department of Children and Family Services and align with the County's strategic goal Number 5. Ms. Parrish played a key role in achieving significant reductions in out-of-home care (from 39,000 to 21,000 children). She also was key in wrapping community based preventive services and concurrent planning around the needs of infants and teenagers, also populations of concern here in Los Angeles County. Ms. Parrish also provided leadership in the areas of policy and outcome based performance measures.

Ms. Parrish's final salary with New York City ACS was \$141,028 per year. Based upon the close match of her previous experience as Deputy Commissioner with her scope of her new responsibilities with DCFS, the highly relevant experience with a large-scale child welfare department, internal equity with our current Deputy Directors and the relative scarcity of well qualified candidates, I request that Ms. Parrish be placed at the salary of \$10,847 monthly or \$130,164 per year.

Claudine Crank  
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I have included Ms. Parrish's resume and verification documentation from the City of New York. Consistent with the Board approved policy on management appointments, I ask that the requested salary and authorization be reviewed with

the Supervisors so we may proceed with the appointment of Ms. Parrish to Dr. Sanders' management team.

Please call me at (213) 351.5524 if you have questions or need further information.

DW:dw

Attachments